



Healthy Worksite • Healthy Workforce • Healthy Communities

National Healthy Worksite Program

Overview of Training and Technical Assistance Opportunities

National Healthy Worksite Program

Webinar Agenda

- Program Overview
- Program Goals and Components
- NHWP Communities
- Training Opportunities for Program, Community, and National Participants
- Training Goals and Benefits



Program Overview

The National Healthy Worksite Program (NHWP) is designed to assist employers in implementing science and practice-based prevention and health promotion strategies that will lead to specific, measurable health outcomes to reduce chronic disease rates. The NHWP seeks to promote good health through prevention, reduce chronic illness and disability, and improve productivity outcomes that contribute to employers' competitiveness.



Program Goals

- Reduce the risk of chronic disease among employees through science-based workplace health interventions and promising practices.
- Promote sustainable and replicable workplace health activities such as establishing a worksite health committee, having senior leadership support, and forming community partnerships and health coalitions.
- Promote peer-to-peer business mentoring.



NHWP Participating Employers

- The *National Healthy Worksite Program* will establish comprehensive worksite health programs with up to 100 employers across 7 communities
 - Small (< 100 employees)
 - Medium (101 – 250 employees)
 - Large* (251 – 1,000 employees)
 - Approximately equal numbers of all three size categories
 - Up to 15 employers from all three size categories will be selected in each of the 7 communities

* Employers with > 1000 FTE may nominate a single worksite with no more than 1000 FTE

Community Sites

National Healthy Worksite Program



NHW Program Components

Each employer will build a core workplace health program including the following components:

- Assessment of employer and employee needs, interests, health risks and existing capacity.
- A planning process resulting in a workplace health improvement plan to guide the worksite through program development.
- Implementation of programs, policies, and practices to address employee lifestyle risk factors related to physical activity, nutrition, and tobacco use.
- Building program infrastructure within each worksite for long-term sustainability including evaluation, healthy worksite committees, program champions, and leadership (CEO/C-Suite) support.
- Participation in programmatic activities, training, and technical assistance.
- An evaluation of individual employee and organizational changes.

NHWP Training Component

- **Provide training and assistance** to employers on developing comprehensive healthy worksite programs.
- **Develop employer worksite health capacity** for the purposes of long-term sustainability of the healthy worksite program.
- **Encourage social support** among employers in NHWP communities and create forums for employers to share successes, barriers, and challenges during the program.
- **Extend opportunities** beyond the 100 NHWP participating employers with local and national training opportunities.

NHWP Training Opportunities

Training Type

Responsibility

Intensity

Reach

PROGRAM PARTICIPANT

Participating Employer Intensive Onsite Training

100 NHWP employers in 7 communities
PARTICIPATION MANDATORY

COMMUNITY PARTICIPANT

Group Training

Additional employers in 7 NHWP communities
PARTICIPATION VOLUNTARY

NATIONAL PARTICIPANT

Program Implementation Webinar Training

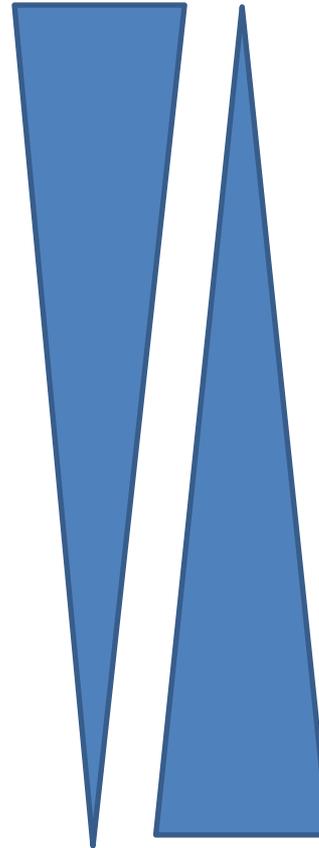
Employers and organizations nationwide
PARTICIPATION VOLUNTARY

ALL PARTICIPANTS

Healthy Worksite Topic-Based Webinars

Program, Community, and National Participants
PARTICIPATION VOLUNTARY

VHM



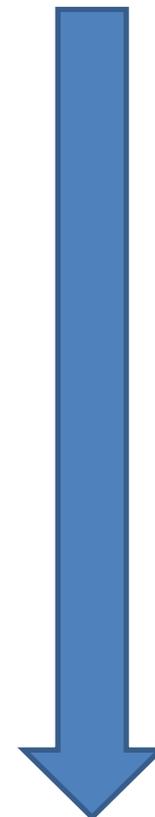
CDC

More (Training)



Less (Information)

Local



National

Training Audience

- Practice and knowledge-based sessions are geared toward the individual(s) responsible for managing worksite health programs
 - Individuals responsible for employer worksite health program management and operations
 - Human resources
 - Healthy worksite coordinator
 - Healthy worksite committee members
 - Individuals who provide support to or work with employers on worksite health
 - Health department program officers
 - Community-based organizations
 - Business coalitions
 - Health insurance brokers



Training Goals

- Provide forums to improve the knowledge, skills, awareness and capacity of employers in building, enhancing, and maintaining healthy worksite programs.
- Provide access and opportunities for employers to network with peers and experts on worksite health issues.
- Provide and disseminate information, tools, and resources used by the NHWP.

Training Curricula

- Making the Business Case for Worksite Health
- Building Leadership Support
- Healthy Worksite Framework
- Data Collection Methods and Tools
- Healthy Worksite Planning, Implementation, and Evaluation
- Effective Interventions to Build a Culture of Health
- Integration of Health Promotion and Safety



NHWP Training and Assistance Continuum

Making the Business Case

Relationship between health and performance

Impact of worksite health program

Key components of a comprehensive worksite health program

Module 1

Leadership and Culture

Driving senior leadership support

Creating a healthy worksite culture

Building infrastructure and capacity

Module 2

Data Collection

Worksite health assessment process

Types of data to collect

Using data for program planning

Module 3

Planning & Implementation

Determining program goals and objectives

Developing detailed worksite health plans

Putting assessment and planning into practice

Module 4

Program Evaluation

Measuring process and outcomes

Key evaluation metrics

Module 5

Training Benefits

- Extensive training to build capacity to:
 - Explain the business case and components of a comprehensive workplace health program.
 - Develop a comprehensive worksite health plan and three-year strategic plan.
 - Apply strategies to maximize employee engagement and participation and evaluate employee health risk/status, social norms and attitudes regarding health behaviors.
 - Identify coaching models and strategies to integrate health and safety.
 - Identify opportunities to create a healthy culture.
 - Evaluate program implementation and outcomes.



NHWP Program Participants

- **Who:** 100 Employers Selected to Receive Intensive Support
- **Where:** Each of the 7 NHWP Communities
- **What:** Training and Program Implementation Assistance
- **How:**
 - Delivered in person by Community Directors
 - Administered concurrently with Community Participants as part of a community network
 - Mandatory component of program participation
- **When:** Over a 12-Month Timeframe:
 - Four Worksite Health 101 trainings (90 min.) beginning May 2012
 - Seven monthly roundtable discussions (60-90 min.)
 - Intensive onsite implementation support

NHWP Community Participants

- **Who:** Employers not participating directly in NHWP
- **Where:** Each of the 7 NHWP Communities
- **What:** Program Implementation Training and Support
- **How:**
 - Delivered in person by Community Directors
 - Administered concurrently with Program Participants as part of a community network
 - Voluntary participation
- **When:** Over a 12-Month Timeframe:
 - Four Worksite Health 101 trainings (90 min.) beginning May 2012
 - Seven monthly roundtable discussions (60-90 min.)

Community Network

- Local group of employers and community partners linked in order to:
 - Facilitate idea exchanges
 - Provide opportunities for peer networking and mentoring
 - Share experiences by size and industry sector
 - Identify local and national healthy worksite resources
 - Support program sustainability



NHWP National Participants

- **Who:** Employers and Organizations interested in implementing a comprehensive healthy worksite program
- **Where:** Nationwide
- **What:** Program Implementation Training and Updates on NHWP Findings and Lessons Learned
- **How:**
 - Web-based delivery by NHWP staff and national experts
 - Sessions to follow NHWP implementation by Program Participants to enable updates on findings and lessons learned
 - Voluntary participation
- **When:**
 - Quarterly sessions beginning June 2012 (90 min.)

Healthy Worksite Webinars

- **Who:** Program, Community, and National Participants
- **Where:** Nationwide
- **What:** Worksite Health Informational Webinars
- **How:**
 - Distance-based delivery by NHWP staff and national experts
 - Focuses on special interest topics and emerging worksite health issues such as mental health or the aging of the workforce
 - Stand alone sessions
 - Voluntary participation
- **When:**
 - Quarterly sessions beginning July 2012 (60 min)



Training Evaluation

- Surveys will be administered at the midpoint and end of the training curricula
- Training participants will be asked about:
 - The importance and utility of the information provided.
 - Any actions taken toward building a healthy worksite program as a result of the training.
 - Barriers to applying the knowledge and skills gained during training.
 - Additional training needs.

How to Participate

- Check program website
- Sign up for email distribution list for announcements of training dates and times
- Contact Community Director in your local NHWP community

The screenshot shows the National Healthy Worksite Program website. The main content area includes a 'Featured News' section with a red oval around it, containing text about the CDC National Healthy Worksite Program and a link to 'Sign up for the program'. Below this is a section for 'A webinar will be held on April 20th, 2012 on 2:30PM EST to describe the training program that focuses on practical, skill building training for employees to implement comprehensive worksite health programs. Space is limited. Reserve your webinar seat now by clicking here!'. To the right is a 'Program Description' section with a red oval around it, listing 'Program Overview', 'Program Description Video', 'Program Objectives', 'Webinar Information', and 'Employee Information'. Below that is a '10 Million Hearts' logo with a red oval around it, and a section for 'NHWP Program Community Sites' with a red oval around it, listing 'Employer Eligibility Requirements and Certification', 'Site Selection/Employee Participation Site', and 'Community Sites/Contact Info'. The right sidebar includes 'Questions?', 'Contact Us', and 'Get Involved' links.

Information Clearinghouse

- Redesign of program website
- NHWP assessment and evaluation tools
- Case studies, success stories
- Worksite health newsletters
- Local resources/inventory
- Training opportunity announcements
- Information will be posted as it becomes available



How to Stay Connected

- Program website
www.cdc.gov/nhwp
or
www.cdc.gov/NationalHealthyWorksite
- Program mailbox
NationalHealthyWork@cdc.gov
- LinkedIn Group: National Healthy Worksite
<http://www.linkedin.com/groups/National-Healthy-Worksite-4121425>



Upcoming Events

- National Participant Program Implementation Webinar Training
 - Topic: “Making the Case and Leadership”
 - Date/Time: June 18, 2012 at 1:00PM Eastern
 - Speakers: William B. Baun, EPD, CWP, FAWHP - MD
Anderson Center
 - Registration Link:
<https://www3.gotomeeting.com/register/981611526>

